

be limited by budgetary constraints. However, demand for government employment counseling could grow as new welfare laws require welfare recipients to find jobs. Opportunities for employment counselors working in private job training services should grow as counselors provide training and other services to laid-off workers, experienced workers seeking a new or second career, full-time homemakers seeking to enter or reenter the work force, and workers who want to upgrade their skills.

Demand is expected to be strong for rehabilitation and mental health counselors. Under managed care systems, insurance companies increasingly provide for reimbursement of counselors, enabling many counselors to move from schools and government agencies to private practice. Counselors are also forming group practices to receive expanded insurance coverage. The number of people who need rehabilitation services will rise as advances in medical technology continue to save lives that only a few years ago would have been lost. In addition, legislation requiring equal employment rights for people with disabilities will spur demand for counselors. Counselors not only will help individuals with disabilities with their transition into the work force, but also will help companies comply with the law. Employers are also increasingly offering employee assistance programs that provide mental health and alcohol and drug abuse services. A growing number of people are expected to use these services as the elderly population grows, and as society focuses on ways of developing mental well-being, such as controlling stress associated with job and family responsibilities.

**Earnings**

Median annual earnings of vocational and educational counselors in 1998 were \$38,650. The middle 50 percent earned between \$28,400 and \$49,960. The lowest 10 percent earned less than \$21,230 and the highest 10 percent earned more than \$73,920. Median annual earnings in the industries employing the largest numbers of vocational and educational counselors in 1997 are shown below:

Elementary and secondary schools .....	\$42,100
State government, except education and hospitals .....	35,800
Colleges and universities .....	34,700
Job training and related services .....	24,100
Individual and family services .....	22,300

School counselors can earn additional income working summers in the school system or in other jobs.

Self-employed counselors who have well-established practices, as well as counselors employed in group practices, usually have the highest earnings, as do some counselors working for private firms, such as insurance companies and private rehabilitation companies.

**Related Occupations**

Counselors help people evaluate their interests, abilities, and disabilities, and deal with personal, social, academic, and career problems. Others who help people in similar ways include college and student affairs workers, teachers, personnel workers and managers, human services workers, social workers, psychologists, psychiatrists, psychiatric nurses, members of the clergy, occupational therapists, training and employee development specialists, and equal employment opportunity/affirmative action specialists.

**Sources of Additional Information**

For general information about counseling, as well as information on specialties such as school, college, mental health, rehabilitation, multicultural, career, marriage and family, and gerontological counseling, contact:

American Counseling Association, 5999 Stevenson Ave., Alexandria, VA 22304-3300. Internet: <http://www.counseling.org>

For information on accredited counseling and related training programs, contact:

Council for Accreditation of Counseling and Related Educational Programs, American Counseling Association, 5999 Stevenson Ave., 4<sup>th</sup> floor, Alexandria, VA 22304. Internet: <http://www.counseling.org/cacrep>

For information on national certification requirements for counselors, contact:

National Board for Certified Counselors, Inc., 3 Terrace Way, Suite D, Greensboro, NC 27403-3660. Internet: <http://www.nbcc.org>

For information on certification requirements for rehabilitation counselors and a list of accredited rehabilitation education programs, contact:

Commission on Rehabilitation Counselor Certification, 1835 Rohlwing Rd., Suite E, Rolling Meadows, IL 60008.

State departments of education can supply information on colleges and universities that offer approved guidance and counseling training for State certification and licensure requirements.

State employment service offices have information about job opportunities and entrance requirements for counselors.

**Instructors and Coaches, Sports and Physical Training**

(O\*NET 31321)

**Significant Points**

- Work hours are often irregular.
- For many positions, certification is required.

**Nature of the Work**

An increasing value is being placed upon physical fitness within our society. Consequently, Americans are engaging in more physical fitness programs, joining athletic clubs, and being encouraged to participate in physical education and activity at all ages. Sports and physical training instructors and coaches help participants improve their physical fitness and athletic skills.

*Sports instructors and coaches* teach non-professional individual and team sports to students. (For information on physical education teachers see the section on school teachers elsewhere in the *Handbook*; coaches of professional athletes are classified with athletes, coaches, umpires, and related workers which are included in the section on Data for Occupations Not Studied in Detail elsewhere in the *Handbook*.) Sports instructors and coaches organize, lead, instruct, and referee outdoor and indoor games such as volleyball, football, and soccer. They instruct individuals or groups in beginning or advanced exercises. Using their knowledge of sports, physiology, and corrective techniques, they determine the type and level of difficulty of exercises, prescribe specific movements, and correct individuals' technique. Some instructors and coaches also teach and demonstrate use of training apparatus, such as trampolines or weights. Sports instructors and coaches may also select, store, issue, and inventory equipment, materials, and supplies.

*Physical training instructors* tend to focus more on physical fitness activities rather than organized sports. They teach and lead exercise activities to individuals or groups ranging from beginning to advanced levels. These activities take place in a gym, health club or other recreational facility. Because activities are as diverse as aerobics, calisthenics, weight lifting, gymnastics, scuba diving, yoga, and may include self-defense training such as karate, instructors tend to specialize in one or a few types of activities. *Personal trainers* work one-on-one in health clubs or clients' homes. They evaluate an individual's abilities, determine a suitable training program, demonstrate a variety of exercises, offer encouragement, and monitor their correct use of exercise equipment and other apparatus.



*Sports instructors and coaches instruct and referee the outdoor and indoor games of people learning to play a sport.*

Depending on the sport or physical activity involved, instructors and coaches use different kinds of equipment. Many work with children or young adults, helping them to learn new physical and social skills, while also improving their physical condition.

### Working Conditions

Irregular work hours are common—many instructors and coaches work part-time, evenings, and weekends. Instructors and coaches in educational institutions may work additional hours during the sports season. Some coach more than one sport, and may work year round. Some work outdoors, depending on the sport or activity. Instructors and coaches may travel frequently to games and other sporting events. Their work is often strenuous and they must guard against injury when participating in activities or instructing others.

### Employment

Sports and physical training instructors and coaches held about 359,000 jobs in 1998. About 1 out of 6 was self-employed. Almost half of salaried workers were in public or private educational institutions. Amusement and recreation services, including health clubs, gymnasiums, and sports and recreation clubs provided almost as many jobs. Most of the remaining jobs were found in civic and social associations.

### Training, Other Qualifications, and Advancement

Education and training requirements for instructors and coaches vary greatly by type of employer, area of expertise, and level of responsibilities. Some entry-level positions only require experience derived as a participant in the sport or activity, while others require substantial education or experience. For example, aerobics instructor jobs are usually filled by persons who develop an avid interest in the activity by taking aerobics classes and then become certified. On the other hand, some coaches must have qualifying experience such as past participation in the sport, or must work their way up through the coaching ranks.

School coaches and sports instructors at all levels usually have a bachelor's degree. Employers within the education industry often draw first from teachers and faculty when seeking to fill a position. If no one suitable is found they hire someone from outside. Coaches may have to be certified, in accordance with the school district's policies. Some districts require recertification every 2 years. A master's degree may increase opportunities for employment and advancement. Degree programs are offered in exercise sports science, physiology, kinesiology, nutrition and fitness, physical education, and sports medicine.

Certification is highly desirable for those interested in becoming a fitness, aerobics, tennis, karate, golf, or any other kind of instructor. Often one must be at least 18 years old and CPR certified. There are many certifying organizations specific to the various types of sports or activities and their training requirements vary depending on their standards. Part-time workers and those in smaller facilities are less likely to need formal education or training.

Instructors and coaches must relate well to others. They also must be resourceful and flexible to successfully instruct and motivate individual students or groups. Good communication and leadership skills are essential.

### Job Outlook

An increased need for instructors and coaches is expected to increase employment in this occupation faster than the average for all occupations through the year 2008. Additional job opportunities will be generated by the need to replace workers who leave the occupation. Job prospects should be best for those with bachelor's degrees and extensive experience within their specialization.

Demand for instructors and coaches will remain high as long as the public continues to participate in sports as a form of entertainment, recreation, and physical conditioning. Health and fitness clubs will continue to change to address the public's ever-changing tastes. In addition, as the more active baby-boomers replace their more sedentary parents in retirement, the demand for sports and recreation instructors and coaches will increase.

### Earnings

Median hourly earnings of sports and physical training instructors and coaches were \$10.69 in 1998. The middle 50 percent earned between \$6.54 and \$16.48 an hour. The lowest 10 percent earned less than \$5.70 and the highest 10 percent earned more than \$23.10 an hour. Median hourly earnings in the industries employing the largest number of sports and physical training instructors and coaches in 1997 were as follows:

Colleges and universities .....	\$13.70
Elementary and secondary schools .....	11.00
Miscellaneous amusement and recreation services .....	9.70
Civic and social associations .....	7.80

Earnings vary by education level, certification, and geographic region. Some instructors and coaches are paid a salary, others may be paid by the hour, per session, or based on the number of participants.

### Related Occupations

Coaches and instructors have extensive knowledge of physiology and sports, and instruct, inform, and encourage participants. Other workers with similar duties include athletic directors, athletic trainers, dietitians and nutritionists, physical therapists, recreational therapists, school teachers, and umpires.

### Sources of Additional Information

Information about a career as a fitness professional is available from:  
 American Council on Exercise, 5820 Oberlin Dr., Suite 102, San Diego, CA 92121-3787. Internet: <http://www.acefitness.org>

For information on a career as a coach, contact:

National High School Athletic Coaches Association, P.O. Box 4342, Hamden, CT 06514. Internet: <http://www.hscoaches.org>

## Librarians

(O\*NET 31502A and 31502B)

### Significant Points

- A master's degree in library science is usually required; special librarians often need an additional graduate or professional degree.